

Newsquest Media Group Limited Gender Pay Gap report.

This is our report for the snapshot date of 5 April 2018. Since the last report we have merged Newsquest (Midland South) Limited, Newsquest (Herald and Times) Limited, North Wales News Limited into Newsquest Media Group.

On average women are paid 11% more than men

- The mean gender pay gap is -11%
- The median gender pay gap is -82%
- The mean gender bonus gap is 1.2%
- The median gender bonus gap is -42.7%
- The proportion of male employees receiving a bonus is 11% and the proportion of female employees receiving a bonus is 25%.

Pay quartiles by gender

Band	Males	Females	Description
A	69%	31%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	63%	37%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	42%	58%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	53%	47%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Newsquest Media Group is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The proportion of women at Newsquest Media Group who received a bonus in the 12 months up to 5 April 2018 was 25%, while for men this was 11%. This reflects the higher proportion of women in the management and commercial roles and a higher proportion of men within the distribution function.

To date, the steps we have taken to promote gender diversity in all areas of our workforce include the following:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action, in 2017 Newsquest Media Group introduced gender monitoring to understand:
 - the proportions of men and women applying for jobs and being recruited;
 - the proportions of men and women applying for and obtaining promotions;
 - the proportions of men and women leaving the organisation and their reasons for leaving;
 - the numbers of men and women in each role and pay band;
 - take-up of flexible working arrangements by gender and level within the organisation;
 - the proportion of men and women who return to their original job after a period of maternity, paternity or other parental leave; and

- **Revising the flexible working policy:**

Our flexible working policy was revised to make it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

I, Tracey Olaleye, Group HR Director, confirm that the information in this statement is accurate.

Signed



Date

1/4/19